

E- News from Dr. Palan – March 2005

Hi! The month of March was a month that kept me more in the region. I was able to achieve my work-life balance by maintaining my exercise regime. On the professional front, we ran the first international evaluation programme. It was a pleasant experience for me working with Don and Jim Kirkpatrick. I also had the honour of delivering a couple of keynote sessions. The Global Speakers Summit in Singapore was a business driven event. Amidst all the international speakers, we were able deliver two sessions. The Summit by itself was full of learning opportunities. Bob Pike, Ed Scannel, Ron Kaufman and Scott Friedman were all there.

Some of the issues we will cover in this e news are:

- The Capability approach of Nobel Prize winning economist Amartya Sen
- HR Planning and Technology
- Competency dictionary for the training job family
- SMR news
- Personal

The Capability approach of Nobel Prize winning economist Amartya Sen

The Capability Approach is a refreshingly new look at human development. Dr Sen refers to a number of capabilities that no society can afford to ignore: education, health, nutrition, self respect and political participation. The current influence of the CA approach is being attributed to its commitment to link theory and practice, its concern with human development beyond a narrow perspective of just skills and its concern with distribution and equity for a more just world. Inspired by the works of Sen and a few other outstanding researchers, the Capability and Sustainability Centre has been initiated in Cambridge. The aim of the forum is to encourage interdisciplinary studies in human development. Studies at the Centre have been looking at developing world problems in new ways and in a more integrated rather than narrow way. If you need more information about his work, please email me drpalan@smrhrd.com

HR Planning, Technology and Training

Press reports indicate a massive unemployment in the areas of business administration and information technology graduates. The planners have responded saying the assumptions made have been wrong. Employers fault the planning and training system.

Can technology play a role in Human Resource Planning? The answer seems to be a big YES because it allows us to simulate the scenarios quickly. We are then able to take rapid remedial action. On the other hand, employers have responded saying there is still a need for suitable candidates in these areas. However the graduates are not employable as they are not competent and Industry has no time to train them.

The bureaucrats and planners have responded with a scheme to have vocational training for all graduates to prepare them for the world of work. The German and the British adopted this sandwich system many decades ago. Visit www.hrdpower.com to see how technology that is web based can drive your Human Resource Planning.

Competency Dictionary for the training job family

The SMR consulting team has developed a manageable list of competencies in alignment with both the British and the Australian frameworks but one that is more practical. The assessment measures and the development actions are clear, pragmatic and results oriented. For more details, please email subra@smrhrd.com

SMR News

The Asia HRDCongress is just around the corner - July 25th to 27th, 2005. With some great speakers from around the world, it again promises to be the event that any HRD professional cannot afford to miss. Please book a place right now and take advantage of the early bird discounts. If you wish to bring a delegation to the Congress, there are some special deals available, please contact hrdccongress@smrhrd.com

Personal

On a personal note, my R & D colleague Ms Renu from India will be getting married on April 16th to Joseph from Sabah, Malaysia at Kota Kinabalu. The entire SMR team will be at Kota Kinabalu for the wedding ceremony. I will miss her steady ability to research and edit publications. I had the pleasure of working with her on three books.

On the family front, I did see the film Hitch with the family - learned a few valuable tips about dating though they may no longer be useful to me. Though I am a bit worried whether my sons may use any of the tips right away, I just admit football seems to be their first love now. They are thrilled that Liverpool and Chelsea are making progress in Europe while my wife keeps asking me the question - How do you get the children addicted to studying as much as they are addicted to football? Have any of you got any answers?

See you end of the month with the April news.